

HUMAN RIGHTS POLICY

Coca-Cola Amatil Group

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CCA
COCA-COLA
AMATIL

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1 HUMAN RIGHTS POLICY

At Coca-Cola Amatil we make a distinctive and positive contribution to the world we live in and respect for human rights is fundamental to this. We are committed to ensuring our workplace, our supply chain and our community is safe, lawful, and diverse – respectful and responsible everywhere, every day. The Coca-Cola Amatil Human Rights Policy is guided by international human rights principles encompassed in the Universal Declaration of Human Rights, the International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact, the United Nations Permanent Forum on Indigenous Issues and the United Nations Guiding Principles on Business and Human Rights.

The Human Rights Policy applies to Coca-Cola Amatil, the entities that we own, the entities in which we hold a majority interest, and the facilities that we manage. We are also committed to working with and encouraging our partners and suppliers to uphold the principles in this Policy and to adopt similar policies within their businesses. We consider seriously human rights when deciding to engage or end business relationships. Consistent with the guiding principles outlined above, this policy also commits Coca-Cola Amatil to work proactively to support human rights in the communities in which we operate including via our philanthropic work.

The Coca-Cola Amatil Board is committed to achieving the highest standards of corporate governance and business conduct. The Coca-Cola Amatil Board and Group Leadership Team oversee the Human Rights Policy.

1.1 Our Commitment

Coca-Cola Amatil respects human rights. We are committed to identify, prevent, and mitigate adverse human rights impacts resulting from or caused by our business activities, before or if they occur, through human rights due diligence and mitigation processes.

1.1.1 Community and Stakeholder Engagement and Respect

Coca-Cola Amatil recognises our impact on the communities in which we operate. We are committed to engaging with stakeholders in those communities to ensure that we are listening to, learning from, and considering their views as we conduct our business. Where appropriate, we are committed to engaging in dialogue with stakeholders on human rights issues related to our business. We believe that local issues are most appropriately addressed at the local level, provided they comply with our commitments in this policy. We are also committed to creating economic opportunity and fostering goodwill in the communities in which we operate through locally relevant initiatives.

1.1.2 Valuing Diversity

Coca-Cola Amatil values the diversity of the people with whom we work and the contributions they make. We are committed to equal opportunity and an inclusive workplace, and do not tolerate discrimination or harassment on the basis of race, gender, colour, national or social origin, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. Recruitment, hiring, placement, training, compensation, and advancement at Coca-Cola Amatil is based on merit, including qualifications, performance, skills, and experience.

We do not tolerate disrespectful or inappropriate behaviour, unfair treatment, or retaliation of any kind. Harassment is unacceptable in the workplace and in any work-related circumstance outside the workplace.

1.1.3 Freedom of Association and Collective Bargaining

Coca-Cola Amatil respects our employees’ right to form, join or not to join a labour union without fear of reprisal, intimidation, or harassment. Where employees are represented by a legally recognised union, we are committed to establishing a constructive dialogue with their freely chosen representatives. We are committed to bargaining in good faith with such representatives in compliance with all applicable laws.

1.1.4 Safe and Healthy Workplace

Coca-Cola Amatil provides a safe and healthy workplace and complies with applicable safety and health laws, regulations, and internal requirements. We are dedicated to maintaining a productive workplace by minimising the risk of accidents, injury and exposure to health risks. We are committed to engaging with our employees to continually improve health, mental wellbeing, and safety in our workplaces, including the identification of hazards and remediation of health and safety issues.

1.1.5 Workplace Security

Coca-Cola Amatil is committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.

Security safeguards for employees are provided as needed and will be maintained with respect for employee privacy and dignity.

1.1.6 Forced Labour, Child Labour, and Human Trafficking

Coca-Cola Amatil prohibits the use of all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, slave labour and any form of human trafficking. We do not employ children below minimum age provisions of applicable laws and require that our suppliers adhere to the same standards.

1.1.7 Work Hours, Wages and Benefits and Right to Work

Coca-Cola Amatil compensates employees competitively relative to the industry and local labour market. We operate in full compliance with applicable wage, work hours, overtime, and benefits laws.

Employees are paid regularly, in full and on time and are not required to pay work related fees or costs. We verify that all employees have the right to work in the jurisdictions in which they are employed.

1.1.8 Land Tenure, Water Resources and Environmental Impacts

We are committed to ensuring minimal impact on the environment, particularly avoiding impacts that may also result in increased risk to human rights such as access to water, sanitation, and clean environments. While we do not often purchase ingredients directly from farms, we are compelled, based on our values as a major buyer of several agricultural commodities, to act and to use our influence to help protect the land rights of local farmers and communities.

1.1.9 Healthy Lifestyles

We are committed to providing transparent nutrition information and a range of beverage options to enable consumers to make informed choices consistent with a healthy lifestyle.

1.1.10 Vulnerable Individuals and Communities

Coca-Cola Amatil is committed to respecting the human rights of individuals belonging to specific groups or populations who may be at heightened risk of becoming vulnerable or marginalised if adversely impacted by our activities or business relationships. We apply the principle of Free Prior and Informed Consent when consulting with communities.

1.1.11 Public Reporting

We report to the public on our human rights-related commitments, efforts, and statements, consistent with this Human Rights Policy.